

**2007-08
Branches of
Distinction**

- Brevard
- Chapel Hill
- Gaston Regional
- Greensboro
- High Point
- Tryon Area
- Wilmington

For excellence in programming, membership growth, and fundraising.

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AAUW reports trends in achievement by gender

On May 20 AAUW released the most comprehensive analysis to date on trends in educational achievement by gender, race/ethnicity, and income. The report, *Where the Girls Are: The Facts About Gender Equity in Education*, presents a comprehensive look at girls' educational achievement during the past 35 years, paying special attention to the relationship between girls' and boys' progress.

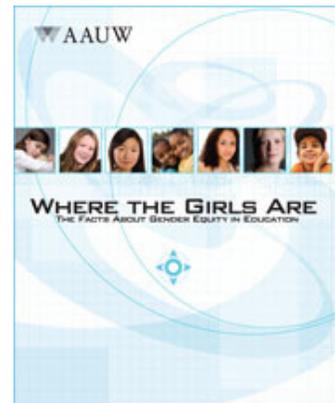
This report shows that girls and boys from the fourth grade through the end of college are making steady educational gains. It is also the first report to analyze gender differences within economic and ethnic categories.

The report received extensive coverage in the national press, including a front-page story in the *Washington Post* and an interview with AAUW Executive Director Linda D. Hallman, on the *NewsHour with Jim Lehrer*.

The report's data supports three conclusions:

- Girls' successes don't come at boys' expense.
- On average, girls' and boys' educational performance has improved.
- Understanding disparities by race/ethnicity and family income level is critical to understanding girls' and boys' achievement.

The report prompted many online discussions on news



sites and blogs. Go to www.aauw.org to find links to those discussions, to download the report, and see the policy recommendations that follow from the report's conclusions. Print copies will also be available from ShopAAUW, 800/225-9998, and at the AAUW NC summer meeting.

Convert research to action at Agenda Assemblies

It's that time again! In the fall of even years, women across the state gather in local communities to discuss the *Draft Women's Agenda* prepared by NC Women United. Through these discussions, they help each other learn to discuss public policy issues and to advocate for issues of

deep concern locally.

AAUW branches have much to contribute to this process—and much to gain through connections to the community. The AAUW NC Fall 2006 meeting demonstrated the Agenda Assembly process. Bring it to your county this year!

**N | WOMEN
C | UNITED**

**Women's Agenda
Assemblies**

**Check www.ncwu.org or call
866/518-7657
to find local contacts
or to volunteer.**

Tar Heel News is changing

Welcome to the new **Tar Heel News** and a more tightly integrated communications strategy.

Last year, www.aauwnc.org was upgraded so that it is easier to put all the news on the web. Most of the articles in this issue have been pulled directly from the web and have already been published in the e-newsletters.

So do we need to continue to publish this newsletter? I'd say, "Yes!" — our e-newsletter system reaches less than half of our members. On the other hand, only 25 (from a membership base of 1100) responded to the THN survey in the last issue. **Is this newsletter important to you?**

My vision for the future THN is that print articles can be kept brief, the editor can assemble articles from the web, and an online supplement can provide links to additional information. The volunteers who answer the AAUW NC toll-free number can get additional information to those without web access.

However, **we need a new staff!** If the print edition is important to you, please help us recruit that team! See the ad below and contact Millie or Communications Chair Connie soon!

—Nancy Shoemaker, editor for this issue



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HELP WANTED: The Tar Heel News needs a new staff. We are seeking volunteers for editor-in-chief (overall responsibility for the content), reporter(s), and copy editor(s). We are also recruiting for a person to do the desktop publishing to prepare the printable version, and we expect to pay an honorarium for this design/layout work.

For more information, contact Millie Hoffler-Foushee, millieh@nc.rr.com or Connie Gamble-Ochse, editor@aauwnc.org.

www.AAUWNC.org tips and tricks



On the upper right of each page, find three key areas to help you get more information from www.aauwnc.org:

- The search form. Enter keywords and hit go.
- The subscribe menu item. Find out how to get news through e-mail.
- The help menu item. More information on how to take advantage of the site.

In the column on the **right hand side of each page**, there are links to a variety of resources:

- lists of categories for recent AAUW NC news (e.g. public policy, branch news, STEM).
- current news items at www.aauw.org.
- the AAUW site and sites of our coalition partners.
- our presence on social networking sites LinkedIn, Facebook, and Twitter.
- an article on how to post your branch's news to the site. Get your information on the web where prospects can find it!
- an article on how to get news from the web more efficiently using "RSS."

Also, find a form to convert the articles on the page you're viewing to PDF to print and share.

From the South Atlantic Regional Director

During the month of April, I've had the pleasure of participating in five state conventions, to help facilitate some of the Leadership Development modules, as well as participate in other ways, in Georgia, South Carolina, Virginia, North Carolina and Florida. I always find AAUW conventions exciting and energizing. I'm impressed with the innovative and mission based programs that are happening in the states and branches of the South Atlantic Region. I enjoyed renewing old friendships and making new friends in every state and getting to know what SAR states are doing.

Georgia AAUW collaborated with the Siegel Institute for Leadership, Ethics and Character on the 8th annual *Phenomenal Women's Conference*. South Carolina AAUW had a terrific workshop called "It's a Girl Thing" promoting getting girls into engineering careers. A branch in Virginia presented a Diversity Awards program that recognizes junior year high school students that are working to promote better understanding and appreciation of the differences among peoples. North Carolina has plans for a computer technology competition for middle and high school girls, and Florida has a new branch forming on a college campus with students, faculty and staff. These are just a few highlights from my travels. The South Atlantic Region can be proud.

At every convention we talked about change – as we always do. The Legal Advocacy Fund is changing. AAUW is expanding our support beyond academia to other workplace discrimination settings. We will be ending our plaintiff financial support but we will be looking for expanded friend of the court opportunities to lend our name to cases with potential broad impact for women and girls. The act of putting AAUW's name behind the case and the issue has always been our primary contribution. Plaintiffs have been grateful for the financial assistance but I've heard many of them say that it was our name in support that was most important. This change gives us an opportunity to be a part of cases in whatever workplace

**At every convention
we talked about
CHANGE.**



environ-
ment that have a major impact on equity for women and girls – not for just one woman at a time.

At the *Phenomenal Women's Conference* in Georgia, I saw a quote that I think is very appropriate for AAUW right now: "*Does the caterpillar resist becoming a butterfly for fear of change or fear of falling?*" *

Actually, the caterpillar accepts change and becomes something beautiful that can fly. Maybe we can soar only if we accept that change will occur and become active participants in that change.

Carol Newnam
AAUW SAR Director

Maintaining international connections

In 2005 the AAUW board made the difficult decision that, given other priorities, it was unable to continue to pay dues to the International Federation of University Women. In 2007, the AAUW break with IFUW was final.

AAUW has continued to work on international issues, and you can find project papers with suggestions for branch programming, descriptions of national collaborations such as One Shared World and the Global Summit of Women, and more at www.aauw.org/international_corner.

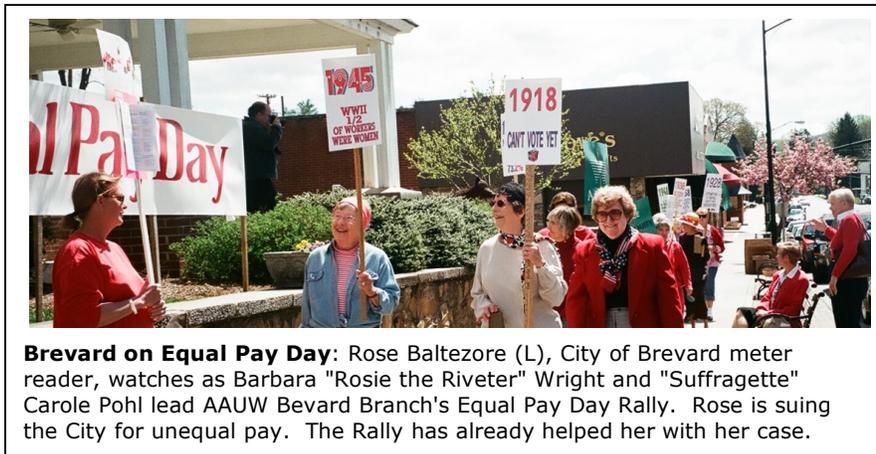
While you no longer have an affiliation with IFUW through your membership in AAUW, you may want to re-affiliate with IFUW on your own. You have two options for that:

- Join IFUW as an "independent member" (100 Swiss francs). See www.ifuw.org.
- Join a new organization, Women Graduates USA, which is in the process of petitioning to become the IFUW member organization in the US. See www.wg-usa.org for information on membership and updates on their status with IFUW. Dues for 2008 are \$50.

Convention schedule and Passover

Passover started on the evening of the Saturday, April 19, during our convention. Our convention should not have been scheduled to conflict with Passover, but by the time the conflict was noted there was no practical way to reschedule. The convention date is, by policy, approved by the executive committee — your elected officers. Reminders have been put in place to catch such conflicts in the future, and the Association has been asked to post such dates on their master calendar for at least two years in advance.

AAUW NC apologizes to those who were not able to attend on April 19, and regrets that we lost their input.



Brevard on Equal Pay Day: Rose Baltezare (L), City of Brevard meter reader, watches as Barbara "Rosie the Riveter" Wright and "Suffragette" Carole Pohl lead AAUW Bevard Branch's Equal Pay Day Rally. Rose is suing the City for unequal pay. The Rally has already helped her with her case.

2007 Fundraising

These lists recognize branches for total amounts donated to the Association, Educational Foundation, Legal Advocacy Fund and Leadership and Training Institute during 2007. Thanks for all the efforts!

Top Ten Total Giving—2007

- Brevard
- Greensboro
- Wilmington
- Asheville
- Winston-Salem
- Charlotte
- Raleigh/Wake County
- Hendersonville
- Chapel Hill
- Tryon Area

Top Ten Per Capita Giving-2007

- Brevard
- Winston-Salem
- Raleigh/Wake County
- Charlotte
- Greensboro
- Wilmington
- Gaston Regional
- Jacksonville Regional
- High Point
- Asheville

Special recognition to Franklin County for their disbandment contribution to the Foundation.

Results of the LAF challenge

Thanks to the individuals and branches who contributed \$3745 to the AAUW NC Legal Advocacy Fund Challenge (see Spring 2008 **Tar Heel News**).

Initiated the Challenge

- Shirley Quisenberry, Asheville
- Nancy Shoemaker, Raleigh/Wake County

Individual Donors

- Doris Bernlohr, Chapel Hill
- Carol Candler, Chapel Hill
- Michelle Hoyman, Chapel Hill
- Morita Rapoza, Chapel Hill
- The Bridge Group, Chapel Hill
- Lola Jackson, Greensboro
- Nancy Shoemaker, High Country
- Grace Knechtel, Raleigh/Wake County
- Brunetta Franklin, Salisbury
- Alyce Lanier, Salisbury
- Mabel C. Chilton, Statesville

- Phyllis Guberman, Wilmington
- Lill Van Order, Wilmington
- Jeanne Rudy, Winston-Salem
- Judy Atkinson, Winston-Salem
- Julia Archer, Winston-Salem
- Marilyn Cardwell, Winston-Salem

Branches

- Brevard
- Bryson City
- Gaston Regional
- Hendersonville
- Raleigh/Wake County
- Salisbury
- Statesville
- Wilmington

Legal Advocacy Fund expands its areas of concern

On April 4 it was announced that the AAUW Legal Advocacy Fund would be changing its programmatic focus. Changes include the following:

- Broadening LAF's efforts to focus on workplace issues outside of higher education
- Devoting more attention to landmark cases and phasing out support for individual plaintiffs
- Continuing the campus outreach programs, participation in amicus curiae briefs in gender equity cases, and support for the LAF online

resource library

- Putting the Progress in Equity and Speaking Out for Justice awards on hiatus

The large change, of course, is from support for individual plaintiffs in academic settings to devoting resources to cases selected for their strategic impact on advancing (or preventing a retreat) on issues of equity for women, no matter what their workplace. This change is comparable to the Educational Foundation's decision 20 years ago to

fund strategic research through the Eleanor Roosevelt Fund, which has been an important step to improve tools to advance equity.

On May 16 a paper describing these changes was distributed. For more details search aauw.org for "LAF briefing."

LAF donations will support ongoing efforts and landmark cases to advance equity in all areas.

Come to the summer meeting in Salisbury!

July 25-26, 2008
 Holiday Inn
 704-637-3100
 530 Jake Alexander Blvd. South
 Salisbury, NC 28147

Make hotel reservations by June 15
 to get the AAUW rate of \$98.76
 (including tax and hot breakfast).

The meeting registration fee of \$15
 includes a deli buffet lunch. The
 Holiday Inn restaurant will be open at
 5:30 for dinner Friday.

Harriett Murphy, 704/630-1153,
 wmurphy5@carolina.rr.com is the
 contact if you have questions.
Registration deadline: July 12

*Call Harriett or 866/525-2155 if you
 missed the hotel deadline because you are not
 on the e-mail list. Roommates /rooms may
 be available.*

DIRECTIONS
I-85 to Exit 75
Hotel is .5 mile north

Program

FRIDAY, 7-9 P.M.

Board Meeting

SATURDAY, 9 A.M.-2 P.M.

Leadership Meeting will
 include the following:

- Carolyn Garfein, a member
 of the Educational
 Foundation board will
 update us on changes at
 the Association.
- AAUW NC President,
 Millie Hoffler-Foushee will
 lead a discussion of the
 proposed state projects.

There will also be time for
 general discussion, and
 sharing of branch challenges
 and successes.

All are welcome!

Registration for Summer Meeting Friday-Saturday, July 25-26, 2008

DEADLINE: JULY 12, 2008.

HOTEL DEADLINE: JUNE 15.

Missed the hotel deadline? Check the e-mail list or Harriet to find a roommate.

COST: \$15. MAKE CHECKS PAYABLE TO AAUW SALISBURY.

Send check with this form to:

Harriett Murphy, 152 South Milford Drive, Salisbury, NC, 28144

Name: _____

Address: _____

City/State/Zip: _____

Phone and/or E-mail: _____

Branch: _____

Comments (dietary restrictions or other ways the hosts can help you):

AAUW NC fall meeting: Oct 31/Nov 1 in Chapel Hill

The Chapel Hill branch will host the 2008 AAUW NC fall meeting, Friday, Oct. 31 and Saturday, Nov. 1.

A block of rooms has been reserved at The Hampton Inn, 1740 Fordham Blvd (US 15-501), about one mile south of I-40. Parking is free and there is a complimentary breakfast for hotel guests. The AAUW rate for this meeting is \$89 plus 11.85% tax if you make your reservation by Oct. 1.

If there is a meeting Friday night, it will be at the hotel. The events on Saturday, Nov. 1 will be at the Olin T. Binkley Baptist Church, 1712 Willow Drive, which is off US 15-501 about a half-mile south of the hotel.

Watch for the agenda and additional details in the next issue.

Call
919/968-3000
by October 1 to
reserve a room in
Chapel Hill
for the
fall meeting.

Chapel Hill encourages girls in STEM

The Chapel Hill STEM (science, technology, engineering, and math) project will be a reality in the fall of 2008. The committee will host an after school STEM program for fourth grade girls at the Oak Grove Elementary School in Durham, NC. The program encompasses 10-12 presenters and 12 or more additional volunteers as aides. Our first program will be held 2 days a week for six weeks. The branch presented the plan to the parents and girls attending a parents' night at the Oak Grove School on May 22.

Near term goal—show 4th grade girls that STEM can be FUN

The Chapel Hill branch started planning this project in the Fall of 2006. Their accomplishments to date include the following:

- finding a school where the program could be held,
- recruiting women in different STEM fields to be presenters,

- recruiting women from the branch who would serve as volunteer aides, and
- registering all presenters and volunteers to be screened by the Durham Public Schools (DPS).

This program will not have any additional cost to the girls that attend the after school program at the Oak Grove Elementary School. The school is 85% African-American, 10% Hispanic and 5% other. If this program is successful, we plan to sponsor a second session in spring 2009. Later, this program may become a model for other schools in North Carolina.

The program will include both presentations by women in different STEM fields and projects to draw the girls into considering STEM fields for their eventual career. The girls will learn that they can do this work and how they can get to their goal of a STEM career. However, the near-term goal is to show the fourth-grade girls that STEM can be fun!

-Kay White

National Girls Collaborative mini-grants

Mini-grant applications are now being accepted by The Science House Girls Collaborative Project for programs that encourage girls to study and to pursue careers in science, technology, engineering, and mathematics. Please visit the National Girls Collaborative web site to apply - www.ngcproject.org.

For further information and assistance, please Janet Bailey, janet_bailey@ncsu.edu, -515-9403.

There are many projects devoted to increasing the number of girls interested in STEM across the

country, and the premise of the National Girls Collaborative Project (NGCP) is that these programs could be more effective if they worked together.

Often, individuals working on one "girls in STEM" project are unaware of similar projects nearby. The goal of the NGCP is to facilitate collaboration among projects so that they can share resources, work together, and learn from one another. A big part of the National Girls Collaborative Project is the creation of a Program Directory of these girl-serving projects.

Sponsors at Convention

We thank the following schools, organizations, and companies for participating with exhibits at the AAUW NC Convention:

- Elon University School of Law
- NC A&T State University
- Guilford College (Center for Continuing Education)
- Sigma Xi (The Scientific Research Society), Katie Lord and members from Greensboro and the Triangle
- The Science House at North Carolina State University, Janet Bailey, along with The National Girls Collaborative Project, Jennifer McDaniel
- Karen Ballard (Jewelry, Bath & Body Gift Items)
- Ten Thousand Villages

Thanks, too, for the donations from

- Replacements Limited
- Greensboro Convention and Visitors Bureau

See the www.aauwnc.org article for web links and more.

Application deadline for NC: June 25

Projects registered in the directory, like the Chapel Hill project described above, are eligible to apply for mini-grants. Registration is free.

Mini-grants are accepted during specific time windows for various areas. The current NC window is May 28-June 25. Be sure to sign up for NGCP and Science House newsletters to get project news first-hand: www.ngcproject.org www.science-house.org

AAUW NC FY07 final report: Finances are in good shape

AAUW NC operations 7/1/06 - 6/30/07

Income	\$15,283.04
Expenses	\$14,479.53
Net	\$803.51

AAUW NC Assets	6/30/2006	6/30/2007
Checking Account	\$12,498.95	\$14,437.94
CD/long term*	\$12,298.12	\$12,461.65
CD/short term**	\$1,087.74	\$0.00
Total	\$25,884.81	\$26,899.59

*6/30/07 value: purchase value of 12461.65 on 11/30/06, 4.79%, maturity date 8/1/07.

**Redeemed and 1135.48 transferred to checking

A draft report with more detail on income and expenses was distributed at the 2007 Summer meeting and the 2008 Convention. See www.aauwnc.org/documents for the more detailed version of this report.

The report was reviewed by Becky Hammill, AAUW Salisbury, and does differ from the draft in the amount of the CD on 6/30/2007. In the 6/30/07 column, we report the beginning value of the CD instead of, as on earlier reports, the value with accrued interest.

Note that the 6/30/07 value of the checking account is the 6/30/06 value plus the net for operations plus the amount deposited when the short term CD was redeemed.

AAUW NC FY09 budget: Plan to expand

AAUW NC FY09 Budget 7/1/08 - 6/30/09	v. 1
Income	
Membership	10,750
Events	1,000
Fundraising (AAUW)	1,500
Fundraising (AAUW NC)	1,500
Other	50
TOTAL INCOME	14,800
Expenses	
Membership	800
Events	1,300
Advocacy	800
Fundraising (to AAUW)	1,500
Fundraising (other)	800
Administration	300
Communications	6,800
Exec Committee	1,800
Travel to St. Louis	2,000
Minigrants and Other Projects	2,500
TOTAL EXPENSES	18,600
NET	(3,800)

This budget has been approved by the board, and may be modified by the board as adjustments are needed.

This budget is not balanced—the plan is to spend more money than we raise. The “unbalanced” budget gives the officers and committee chairs permission to dip into the reserve for projects. Both the 06-07 and 07-08 budgets were similarly “unbalanced” (though by smaller amounts), and you see above that the FY07 income was greater than expenses. This year’s budget projects a larger deficit—and, as we discussed at the board meeting, additional mini-grants, more support for members other than the executive committee to travel to St. Louis, and a significant state project, are all “fair game” for this use of our reserve funds.

At the summer meeting, the board will discuss whether additional policies are needed to ensure that the funds are spent in as wise a manner as possible.

AAUW NC Briefs

Branch officer reports were due to the Association and to AAUW NC on **June 1**. There are forms on www.aauw.org and www.aauwnc.org that make the reporting easier than in years past. Find the detailed information and links in the article in the “Messages to the Branches” section of www.aauwnc.org. [Look in the right column under AAUW NC news.]

Branch dues reports and 08-09 dues for renewing members are due to the Association and AAUW NC on **July 1**. AAUW NC dues are \$11. Branch treasurers are encouraged to use the online reporting at www.aauw.org. Those having trouble with the “member services database” or who have other questions should contact treasurer@aauwnc.org or call 866/525-2155.

Are you giving a **presentation on AAUW**? If you need ideas, check out the samples of handout collections and slideshows in the “Presentations” section of www.aauwnc.org. [Look in the right column under AAUW NC news.]

Membership awards

Congratulations to the High Point (21%), Salisbury (18%), and Chapel Hill (14%) branches for exceptional membership growth. Tryon Area, Brevard, Bryson City, Wilmington, High Country, and Gaston Regional also increased membership by 5% or more. Special recognition to Greensboro for the largest 3-year increase in the state: 19%!

Special thanks to Sue Mengert (Greensboro) and Elspeth “Barie” Anderson Baker (Tryon Area) who each recruited five members since June 15, 2006 and lead the state in the Member-get-a-Member Campaign.



Thanks to the following members of the AAUW NC 100 Club—donating 100 hours to AAUW at any level during 2007 or \$100 to AAUW NC between 5/1/07 and 5/1/08.



Members of the AAUW NC 2008-2009 executive committee at the convention banquet with Carol Newnam. L-R: Mary Stephens (secretary), Newnam, Millie Hoffler-Foushee (president), Nancy Shoemaker (past president), Sheila Bassoppo-Moyo (membership vp), Mary Fran Schickedantz. (treasurer). Missing: Etta Alston (program vp).



Elaine Ostrowski, Nancy Shoemaker, Alma Adams and Carol Newnam. Rep. Adams spoke to the more than 100 attendees at the convention luncheon (below).



- Judy Atkinson, Winston-Salem*
- Karla Atkinson, Brevard**
- Elspeth “Barie” Anderson Baker, Tryon Area*
- Carol Carrano, Brevard
- Marilyn Cardwell, Winston-Salem
- Jean D’Addario, Wilmington*
- Marty Folsom, Statesville**
- Mary Green, Statesville*
- Sylvia Helms, Statesville*
- Joanne Hill, Jacksonville Regional**
- Millie Hoffler-Foushee, Greensboro**
- Lou Dean Howard, High Point
- Janice Imgrund, Winston-Salem
- Diane Johnston, Charlotte
- Pam Kahl, Winston-Salem
- Sandra McLaurin, Wilmington*
- Lauretta Metzger, Wilmington,
- Ellen Morris, Winston-Salem*
- Mary Morrow, Statesville
- Connie Gamble Ochse, Jacksonville Regional*
- Virginia Owen, Statesville**
- Virginia Palmer, Statesville**
- LaDean Peterson, Asheville
- Mary Peterson, Twin Rivers/New Bern*
- Rebecca Pfaff, Winston-Salem
- Carole Pohl, Brevard
- Mary Fran Schickedantz, Greensboro**
- Ann Sherman-Skiba, Wilmington
- Nancy Shoemaker, Raleigh/Wake County**
- Helen Solomon, Wilmington**
- Lill Van Order, Wilmington**
- Kay White, Chapel Hill
- AAUW Gaston Regional
- AAUW High Point*
- AAUW Winston-Salem*

Contributions honored:

- Pearl Berlin
- Janice Imgrund
- Nancy Shoemaker

* Also a member for 2006-2007.

** Member continuously since 2004

AAUW of North Carolina

*is deeply grateful to the Greensboro branch
for its exemplary efforts
as host of the AAUW NC 2008 Convention
April 18-20, 2008*

Convention attendees completed cards to thank the Greensboro branch for hosting a wonderful convention. The cards and this certificate were presented to the branch in May. See www.aauwnc.org for more.

Champions of Visibility

Thanks to Jacksonville Regional, Sandhills/Southern Pines, Statesville, and Winston-Salem for participating in the Media Success Challenge

Champions of Young Advocates

Thanks to the branches in Brevard, Chapel Hill, Greensboro, Raleigh/Wake County, Salisbury, Sandhills/Southern Pines, Statesville, Twin Rivers/New Bern, and Winston-Salem. This project encouraged collaboration with local campuses and building the students' advocacy skills.

There's more on the web!

If you browse to www.aauwnc.org, go down to the Archives section, and select the 2008 convention, you'll find a wealth of additional material:

- Extensive handouts on public policy issues from the Advocacy Team
- Detailed reports from the Fundraising, Communications and Membership teams
- Packets of information for the board meeting and business sessions.
- The convention program
- More pictures!

We hope posting the information will make it easier to share the ideas with those who weren't able to attend. If you're not online and can't get copies through your branch, call 866/525-2155.



Past-presidents of AAUW NC at the convention reception. L-R: Leslie Syron, Elizabeth Laney, Joanne Hill, Barbara Ann Hughes, Lou Dean Howard, Mary Fran Schickedantz.



The Triad Tapestry Children's Chorus and accompanist Melissa Burris provided entertainment at the convention banquet. The group was founded by Dr. Jim Hull and his wife Jo Hull, a Greensboro branch member.



L: Sue Mengert, Greensboro branch president with Yvonne Johnson, Greensboro branch member and the mayor of Greensboro at the opening session of the convention. R: Mary Floyd, Greensboro branch member and convention treasurer. Sue and Mary, along with Mary Fran Schickedantz and Greensboro branch president-elect Everlena Diggs, led the teams that made convention such a success.

Don't miss the next Convention!

**The 2009 AAUW NC Convention will be
Friday, March 27, 2009,
at the Blockade Runner in Wrightsville Beach,
hosted by the Wilmington branch.**

**The event will include a gala celebration of
100 years of AAUW in North Carolina!**

You'll want to be there!

Mark your calendar now!

Convention '08: Interviewing Skills

Geraldine Hambley, president of the Brevard Branch, presented the branch's Interviewing Skills project. Although the branch has provided a scholarship at Brevard College for many years, they were looking for ways to entice interest and also new members from the Brevard College staff.

The workshop was presented to juniors and seniors at Brevard College. The goal was to prepare young

women for their first "professional" job interviews. The scenario included an interviewer and three candidates for a job. The attendees rated each candidate on their answers to typical interview questions. This prompted discussions on what to expect at an interview, how to prepare for the interview, types of questions that cannot be asked, and how to respond to illegal questions in a positive manner.

-JoAnn Hall

Convention '08: Public Policy

Mary Peterson invited two excellent examples of public policy leaders to speak at this workshop: Joycelyn Johnson, City Council of Winston-Salem and Past President of the League of Municipalities; and Molly Light, City Council of Winston-Salem. Ms. Johnson credited church and youth development as inspirations for her becoming involved in her community. She stressed being involved all along the way, not just when an issue is in your backyard. Stay in touch with council members: call or visit with them and voice your

concerns. It is their job to listen.

Ms. Light began as an activist for neighborhoods in Winston-Salem. Eventually the neighborhood alliance supported her run for city council. She recommends getting on boards and commissions. Look in the newspaper or on city and county web sites for notices of openings.

Mary Peterson, a long-time public policy activist herself, moderated the workshop and inspired the attendees to get involved.

-Connie Gamble Ochse

Convention '08: Tools for Equity

Carol Newnam, AAUW South Atlantic Regional Director, presented information from AAUW's study on pay equity called, *Gains in Learning - Gaps in Earnings*, comparing salaries for college-educated men and women over 25. Nationally, 27% of women have a four-year degree or better. They earn just 76% of the median annual earnings of college educated men. State-by-state data shows that the per cent of women with four-year degrees ranges from 47% (DC) to 18% (Arkansas) and the pay gap

ranges from 83% (Maine) to 69% (Indiana).

In North Carolina, 25% of women have a four-year degree and their median earnings are \$47,000, 78% as much as men. In Virginia, 32% of

**Pay Gap in NC:
women earn 78%
as much as men
(rank is 16)**

50-Year Members

Congratulations to the following new Honorary Life Members:

- Anna Jane Forkey, Charlotte
- Edith Bryan, Asheville
- Jean Eckhardt, Brevard
- Rachel Daniels, Brevard

From the Fall of 1998



To the Spring of 2008

Marty Folsom has served AAUW of North Carolina with exceptional dedication, professionalism, and excellence.

This framed poster and the comments from convention attendees were given to Marty on May 19. See www.aauwnc.org for what others said, and add your own comment. Effective June 3, Marty's new e-mail address is marty@forestlightdesign.com.

women have a 4-year degree and the median salary is \$52,000, 70% of what men in Virginia make. NC is 29th in the rate of women holding degrees and 16th in the pay gap while VA is 9th and 48th. For the data on all the states, see the online report: *Women's Educational Gains and the Gender Earnings Gap* (2008) [www.aauw.org > Research > Gains in Learning, Gaps in Earning]

Newnam then introduced Professor Catherine Dunham to speak to legal

(Continued on page 11)

Convention '08: Captioning the Convention

Something new at this meeting was the use of a professional “captionist” who transcribed the discussions from the board meeting, the annual business meeting, and other plenary sessions.

Vicki Pinson, Captionist for Communication Services for the Deaf and Hard of Hearing, www.csdhh.org, followed our “conversations” with remarkable skill and good humor. She describes her role as:

I have been a captionist for Communication Services for the Deaf and Hard of Hearing in Greensboro, North Carolina since 1992. Captioning services provide accessible communication for persons who are hard of hearing and who do not use sign language. Captioning provides real-time written text in any setting and can be projected onto a small screen for one person or through an LCD projector for a large audience. Services can be provided on-site or remotely via the internet. Communication Access Realtime Translation (CART) and Computer Assisted Notetaking (CAN) are two of the captioning services provided by CSDHH.

Marty Folsom, a long-time AAUW NC board member, encouraged us to explore this option, not just for her benefit (she is deaf), but to help others in the audience follow the discussions. Her advice was right on target. Even those with no hearing problems at all found it very helpful to have the written transcript as our rapid-



paced, wide-ranging discussions covered many topics in a short period.

The board will be looking at budgeting for this service for large events in the future.

Captioning helped everyone follow the convention discussions!

(Continued from page 10) Tools for Equity

avenues for challenging unequal pay.

“What’s a Woman to Do: Tools for Pay Equity” was the title of Professor Catherine Dunham’s presentation. There are only 2 legal avenues available to challenge unequal pay - claims under Title VII and claims under the Equal Pay Act of 1963 (the EPA).

Claims under the EPA. The Equal Pay Act requires “equal pay for equal work” within the same “establishment” The injured worker must show she performed equal work that was “substantially similar” and was paid less than another of the opposite sex. All the employer must do to defend against the claim is show that the pay was due to a seniority system, a merit system quantity or quality of production or if the difference was based on any factor other than sex, such as prior salary. This unfortunately perpetuates the gender gap.

Claims under Title VII must show “discriminatory intent.”

Ask to see the chart of salaries for the job. If they refuse, that tells you something.

Regrettably, the employee must file a claim with the EEOC within 180 days of the violation. Title VII does not recognize the doctrine of continuing violations.

So, in answer to the question, “What’s a Woman to do?” Catherine Dunham has some smart suggestions:

- Understand the legal avenues and the statutes of limitations which apply.
- Act promptly if pay discrimination is discovered.
- Ask for salary information before you begin work.
- Encourage transparency in the workplace culture
- Understand the importance of women on the courts.
- Consider gender balance when you vote.
- Remember those behind you.

For additional ways to work for Pay Equity, see the AAUW Pay Equity Resource Kit. Go to <http://snappsvc.aauw.org/snappmx/?screenId=89> to request a link to download the full PDF version of the kit.

-Carol Newnam and Joanne Hill

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- Send to
editor@aauwnc.org
- Fax to 866/525-2155
- Mail to
PO Box 6502,
Statesville, NC 28687

Calendar

July 26, 2008

NC meeting, Salisbury

Nov. 1, 2008

NC meeting,
Chapel Hill

Mar. 27, 2009

NC convention,
Wilmington

June 26-28, 2009

AAUW convention, St.
Louis

Branch Briefs

AAUW Brevard's 2008 Non Partisan Voter Guide might have been the only such voter guide available before the primary elections. It will be revised for the general election and will remain on the branch web site until after the Nov. 2008 election. This has been a project of the AAUW Brevard branch since 2002, and they refined their process with a mini-grant from AAUW NC. Their templates are posted on www.aauwnc.org and may be helpful in starting your own survey of candidates for the NC House and Senate and for the US Congress. If you prepare a similar voter guide, be sure to notify AAUW NC so that the statewide coalition partners can be notified.

AAUW Tryon Area presented a four-part series on the **Strengths of Democracy** in Jan. through April. Nationally known speakers addressed topics including "The Separation Of Powers," "The Power of the Press," "The Purpose of Public Education," and the "The Power of Participation." Lois Merrill, branch vice president for programs, reports an enthusiastic response to the timely series and that the branch plans a similar series for 2008-2009.

AAUW Raleigh/Wake County members taught a series on **financial literacy for middle school girls** earlier this spring. With an innovative communication idea, they enlisted Sue Stock, the retail reporter for the **Raleigh News and Observer**, to poll the community for tips (and get a bit of visibility for AAUW). See the branch web site, rwc.aauwc.org, for more details, and contact the branch for information on the curriculum, based on AAUW Florida's Financial Literacy for Girls program and converted from high school to middle school using **A Smart Girl's Guide to Money** (American Girl).

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Branch Awards

On the front page you see the current "branches of distinction," selected based on the other award lists that appear in this issue.

Honorable mention goes to Asheville, Raleigh/Wake County, Salisbury and Statesville. Thanks and congratulations to all!

See the web for details.

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